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CONNECTICUT DEPARTMENT OF LABOR AND FACTORY INSPECTION  
DIVISION OF EMPLOYMENT SECURITY

MONTHLY BULLETIN

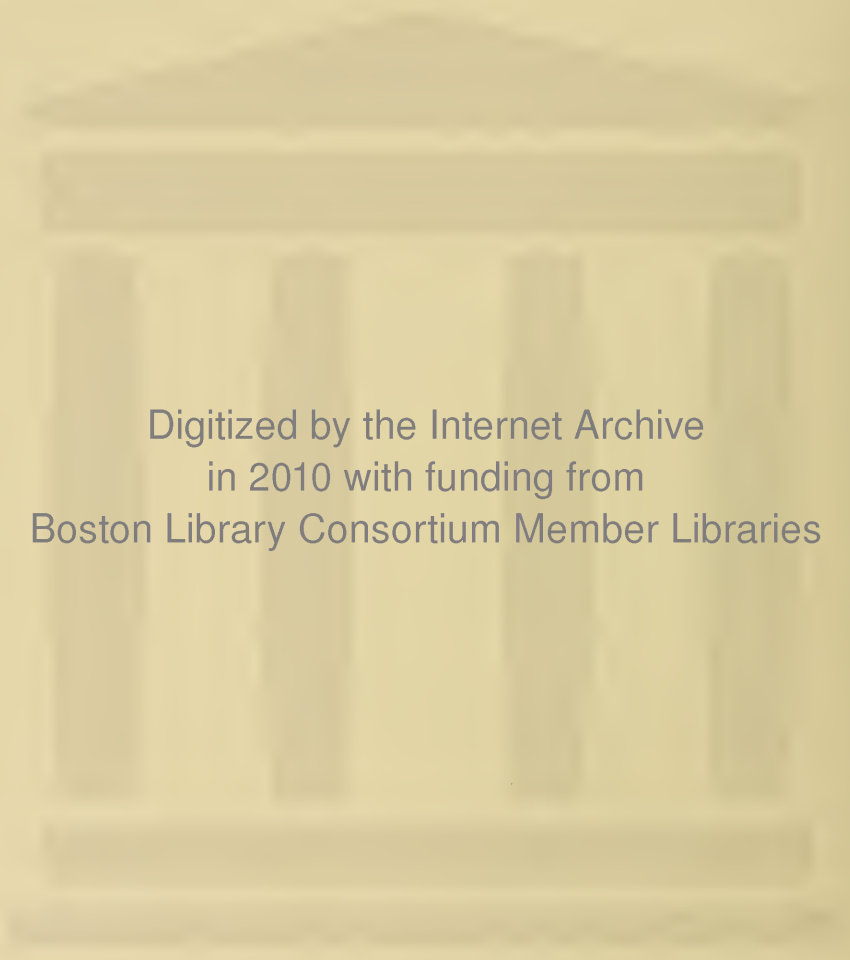
JULY - 1941



*Connecticut High School Student — 1941 Version*

INTH:

Connecticut's Employment Problem • The Mechanics Behind Merit Rating  
Commissioners' Decisions • The Situation In The State • News Notes



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*Connecticut High School Student — 1941 Version*

THIS MONTH:

Connecticut's Employment Problem • The Mechanics Behind Merit Rating  
Commissioners' Decisions • The Situation In The State • News Notes





## CONNECTICUT STATE EMPLOYMENT SERVICE

LEONARD J. MALONEY  
DIRECTOR  
STATE OFFICE BLDG.,  
HARTFORD, CONN.

•  
*Offices of the Employment  
Service are located at the  
following points:*

•  
ANSONIA  
Joseph Weller, Manager  
87 Main Street  
Derby 2013

•  
BRIDGEPORT  
George H. Stone, Manager  
1281 Main Street  
5-0112

•  
BRISTOL  
Philip W. Smith, Manager  
481 North Main Street  
4147

•  
DANBURY  
Paul Parsons, Manager  
43 New Street  
1700

•  
DANIELSON  
John G. Confrey, Manager  
100 Main Street  
760

•  
HARTFORD  
Cyrus Flanders, Acting Manager  
410 Capitol Avenue  
2-9174

•  
MERIDEN  
Frank Geiger, Manager  
99 Colony Street  
1216

•  
MIDDLETOWN  
E. LeRoy Brainerd, Manager  
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•  
NEW BRITAIN  
Chas. D. McDonald, Manager  
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7400

•  
NEW HAVEN  
Thos. I. Shea, Manager  
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7-3101  
(cont.)

T. E. MURPHY, EDITOR  
285 BROAD STREET  
HARTFORD, CONN.

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★ ★ ★

Employment Service Chart (June)	Inside Back Cover
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★ ★ ★

COVER: Photograph by courtesy of Hartford Times.

## DEPARTMENT OF UNEMPLOYMENT COMPENSATION

JAMES J. GRAHAM  
DIRECTOR  
285 BROAD STREET  
HARTFORD, CONN.

•  
*Field Representatives of the  
Unemployment Compensation  
Department may be  
reached through the nearest  
State Employment Office.*

(cont.)

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NORWICH  
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•  
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4-3117

•  
THOMPSONVILLE  
Jos. Ciccasanti, Manager  
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3371

•  
TORRINGTON  
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•  
WATERBURY  
Mrs. Mary Dewey, Manager  
123 Bank Street  
4-6103

•  
WILLIMANTIC  
Mrs. Eliz. Drew, Manager  
670 Main Street  
1437

# « « News Notes » »

The Bulletin this month appears in new attire. We hope you find it easier and pleasanter reading. On the cover, the young man milking the cow is one of the 3000 High School youngsters who registered for farm work and was placed by the Hartford office of the State Employment Service.

While it would be nice to say that the youthful farmer was motivated by patriotic ideals in giving up his vacation, in truth we must say he was moved by more personal motives. As he explained very logically, he weighs only 140 pounds and this coming Autumn he plans to try out for the football team and feels that a few months on a farm will help him put on weight. According to latest reports his weight index is rising almost as rapidly as the industrial index for the State.

★ ★ ★

The Norwich office can, with complete veracity, tell about the very big opening they recently filled with satisfaction to the employer and the employee. They were a bit baffled when the job specifications came through "young man with cavity in his front tooth", but further investigation showed that the order had come from a young dental student who was preparing to take his State Board examinations and wanted to get a subject on whom he could demonstrate his professional skill.

The job was filled, and we presume, also, the cavity.

A few weeks ago the New London office had a request come through for professional pall bearers and, in spite of the dearth of experienced help in this particular line, the requisition was filled promptly.

★ ★ ★

The Hartford office of the State Employment Service has been moved to 410 Capitol Avenue, a location that is practically in the heart of the most heavily industrialized area in the city, and readily accessible to job seekers.

At the same time Mr. James E. Heffernan has received a temporary assignment as Field Supervisor. During this period Mr. Cyrus Flanders will be acting manager and Mr. Frank

Sullivan his assistant. This arrangement will be for a six months period.

★ ★ ★

Training on the new amendments to the Unemployment Compensation Law was begun last month in the Central Office and was led by James J. Graham, Director of the Unemployment Compensation Department. In attendance were field office managers and supervisors, field auditors, Unemployment Commission personnel, including some commissioners. A similar meeting for the southern section of the state was held in Bridgeport the following week.

The new amendments were transmitted to field office personnel at their regular office staff meetings by the supervisors who attended the first meeting. Then, on Friday, June 20 and Saturday, June 21 the new procedures brought about by these changes were outlined at area meetings conducted by William C. Meehan and Benjamin Brown in Bridgeport, Norwich, Hartford and Waterbury, for field office personnel.

During the two weeks prior to July 1 both the Benefit and Accounting Sections of the Central Office studied the changes in the law, under a corps of instructors consisting of the following supervisors:

John T. Clarey, Stephen J. O'Brien, Robert G. Mack, George Ewing, Walter French, James Keena, Caroline Eisner, Catherine McCusker, Montrose Graham, Joseph Austin and William Finch.

Training in the new procedures for Central Office personnel was given to each unit by its supervisor.

These training meetings were arranged by Messrs. Craddock, Collins, Ennis, Meehan and Scoborio.

★ ★ ★

Again this month we are inserting in the Bulletin a list of highly qualified workers who, in spite of some physical handicaps, are fully competent for many industrial functions. Careful reading of the list will indicate that many of these people would make desirable employees despite their handicaps.

At their annual election meeting held at the Hotel Taft in New Haven on Saturday evening, June 21, the Connecticut Chapter IAPES elected the following officers: President, Cyrus Flanders, Acting Manager of the Hartford State Employment Office; 1st Vice President, Earl Bragg, Meriden; 2nd Vice President, Joseph A. Ciccosanti, Thompsonville; Marvis Welch, Hartford, Recording Secretary; Treasurer, Willard Gray, New Haven. The Executive Committee for the year is as follows: Thomas Garvey, Hartford; John Goodwill, Middletown; Warren James, Bridgeport; John Quinn, U. C. Central Office; George Gault, Stamford; William Lennox, Torrington; Gertrude C. Lowe, Norwich; Alice Marshall, New Haven.

Reports of the annual convention held in Denver, Colorado were given by President Palmer, Edith Molans, Recording Secretary and Mr. William G. Ennis.

Mr. Geary, Chairman of the Membership Committee, announced that there were 197 paid up members in the Chapter.

A suggestion was made to recommend to the new Activities Committee that consideration be given to the proposal that the annual outing this year be given jointly by the CLDA and the Connecticut Chapter.

★ ★ ★

## DENVER MEETING

According to Edith V. Molans, Recording Secretary of the Connecticut Chapter, six hundred and ninety delegates attended the 29th Annual Convention of the IAPES held in Denver early in June. Governor Ralph L. Carr of Colorado and Benjamin F. Stapleton, Mayor of Denver, welcomed the delegates at the opening session. Addresses were given at the general meetings by Arthur B. Altmeyer, Chairman of the Social Security Board, Dr. Ewan Clague, Director of the Bureau of Employment Security, Dr. Allen Peebles, Executive Director of the Unemployment Insurance Commission of Canada and Martin F. Carpenter, Chief of the United States Employment Service.

It was announced at the Convention that the membership now totals 6,061.

The Convention voted to hold its annual meeting next year in Louisville, Kentucky.



# Sidelights on Connecticut's Employment Problems

LEONARD J. MALONEY

Faced with a labor shortage that may result not only in a slackening of Connecticut Defense production but which might also result in loss of additional orders to Connecticut industry, Connecticut employers with characteristic Yankee foresight and ingenuity have, through a committee of personnel men recruited from the state's industries, been engaged for several months in a study of the situation with a view to putting the state's labor procurement house in order.

Last March, when the Connecticut State Employment Service statistics began to point toward a definite labor shortage, the Employment Service Director secured the interest and promise of co-operation from Kent Hubbard, President and Charles L. Eyanson, Executive Secretary of the Connecticut Association of Manufacturers.

Accordingly a meeting was called on March 23 and more than 200 representatives of 134 different Connecticut concerns responded to Mr. Hubbard's invitation to the meeting. This was to be the opening gun of a concerted effort to anticipate future needs and to devise the means to meet them.

The meeting was addressed by Dr. Ewan Clegg, Director of the Bureau of Employment Security, with which the State Employment Service is af-

3. How can we coordinate the state short term industrial training program to more nearly fit the needs of smaller business and manufacturing plants?
4. Should we seek to make cooperative arrangements with other states for short term courses in special skills?
5. Are further dilutions of highly skilled jobs necessary and how will we accomplish dilution?
6. Is there need for more extensive up-grading and expansion of training within the defense industries?
7. Will the greater use of sub-contracts help ease labor shortage?
8. Will we consider definite labor hiring practices with respect to Italians, Germans, Negroes, the physically handicapped and aliens?
9. Can we bring the defense engineering training program into closer relation with procurement procedures and employment service recruitment?
10. Will Connecticut employers cooperate completely with the Connecticut State Employment Service in the organization of the labor market and the procurement of labor?

## COMMITTEES

Mr. J. W. Nickerson, General Superintendent of Cheney Brothers Manufacturing Company was named Chairman of the Committee; Dr. T. A. Langlie, Personnel Supervisor of the Hat Corporation of America, Vice-Chairman. The following sub-committees were then set up:

Committee on Upgrading and Training — E. A. Stowell, Underwood Elliot Fisher Company, Chairman.

Committee on Adaption of Connecticut Labor Supply to Connecticut Needs — G. Roy Fugal, General Electric Company, Chairman.

Committee on the Problem of Labor from Out of State — Fred Sparrows, New Departure Company, Chairman.

Committee on Problems of Intrastate Mobile Labor — Dr. Millicent Pond, Scovill Manufacturing Co., Chairman. Committee on Employment Problems concerning Race, Nationality and Physical Handicaps — John Williams, Yale & Towne Company, Chairman.

## COMMITTEES MEET BI-WEEKLY

The Committees have been meeting at least bi-weekly and many smaller sections of the sub-committees have met even more frequently. The zeal and determination manifested by the Committee members, every one of whom is busy with his own firm's problems, indicated from the outset that the labor procurement problem in Connecticut was to be intelligently studied from every angle and that existing weaknesses would be corrected. The objectives were held clearly in mind that Connecticut would not only use up all its own available labor but would bring into the state only such people as might be needed, in an orderly manner and in such quantities as the situation warranted. There were many ramifications to each problem.

The work of Mr. William's Committee has already resulted in a relaxation of discriminatory hiring practiced against the employment of negroes. Early in its deliberations this Committee directed attention of employers to the un-American practice and urged studies by the individual employers and the introduction of negroes into the various manufacturing plants wherever and whenever possible.

Reports received from the field offices of the Employment Service indicate that many firms who have heretofore never had negro employees are now accepting them.

This same Committee's work has resulted in some relaxation of discrimination against certain nationalities but efforts are being continued along this line in order to eliminate this practice entirely.

Aliens have been the subject of a special study and, in co-operation with the State Department of Public Welfare, plans have been tentatively developed for the use of some of the aliens now on public welfare rolls, in the relief of an acute labor shortage in agriculture. This Committee has also worked on plans designed to find employment for people with physical handicaps. Working closely with this Committee, the State Department of Education, in co-operation with the State Employment Service, has made available the names of more than 1500 people with handicaps who are avail-

Major Maloney has been in personnel and public relations work for more than twenty years. A former member of the Yankee Division, he has been director of the Conn. State Employment Service for the past five years.

filiated. Dr. Clegg spoke on the national labor supply situation while the State Employment Director discussed the situation in Connecticut. A committee of 35 personnel and employment men and women was then appointed to study certain pertinent problems which were briefly incorporated in the following questions posed by the Connecticut State Employment Service Director.

1. To what extent do Connecticut employers want to try to adapt the Connecticut labor supply to its needs?
2. How can we best control the migration of labor into the State?

(Continued on page 9)

# Possible Effects of Benefit Increases on the Economic System

JOHN T. CLAREY

On May 29, 1941 the Connecticut State Legislature after lengthy consideration adopted a new unemployment benefit structure which is designed to permit the payment of more liberal benefits. The benefit tables, three in number, provide greater flexibility and therefore should conform with changing economic conditions. In addition, automatic controls are provided which should preserve

the fund during prolonged periods of unemployment.

The amount of money in the Unemployment Compensation Fund at the end of each base period is the determining factor in deciding which table will apply in the ensuing benefit year.

The following tabulation will serve to show when each table is operative and the limitations provided by each.

Table	Amount in Fund	Weekly Benefit Rate Minimum	Maximum
1	Over 40,000,000.	\$6.00	\$20.00
2	Over 25,000,000. but less than 40,000,000.	6.00	17.00
3	Less than 25,000,000.	6.00	15.00

During periods of increasing employment the income to the fund will be high and while individual payments to those persons who are then unemployed will also be high, the aggregate drain on the funds will be relatively low. The increased weekly benefit rates and durational amounts at such times will offset to some degree the commodity price rise that usually accompanies periods of rising employment.

During prolonged periods of depression the income to the fund will be greatly reduced and heavy drains will be made on the fund as the result of benefit payments. During such periods prices usually drop with a resultant decrease in living costs. Therefore should the fund decrease to the point where Table 2 becomes operative the difference in the weekly benefit rates and the durational amounts should be offset to a large extent by decreased commodity prices.

W. P. A. Should Be Lightened

It would also seem that because of the shorter waiting period that is now required, the increased weekly benefit

Possible Economic implications of benefit increase are discussed. MR. CLAREY has been in research work for 23 years and for the past three years has been Supervisor of the Computing Units.

rates and the extended durations the burden on the W. P. A. should be considerably lightened, and theoretically there should be fewer demands on local charitable and relief organizations.

Generally speaking, the changes in the benefit structures should result in maintaining purchasing power at a higher level during dull periods and tend to minimize the shock to the economic system as a whole.

Durational Minimum	Amount Maximum	Maximum Limitation Weeks
\$30.00	\$360.00	18
30.00	255.00	15
30.00	195.00	13

The following table will give a comparison of weekly benefit rates before and after the adoption of the amended act.

## BENEFIT INCREASES UNDER THE AMENDED UNEMPLOYMENT COMPENSATION ACT

### WEEKLY BENEFIT RATE TABLE

Highest Quarterly Earnings	At least	Between	Weekly Benefit Rate Before	Amended Rate (Table 1)
\$507.00	15.00	\$506.99	15.00	19.50
494.00	15.00	493.99	15.00	19.00
481.00	15.00	480.99	15.00	18.50
468.00	15.00	467.99	15.00	18.00
455.00	15.00	454.99	15.00	17.50
442.00	15.00	441.99	15.00	17.00
429.00	15.00	428.99	15.00	16.50
416.00	15.00	415.99	15.00	16.00
403.00	15.00	402.99	15.00	15.50
390.00	15.00	389.99	15.00	15.00
377.00	14.50	376.99	14.50	14.50
364.00	14.00	363.99	14.00	14.00
351.00	13.50	350.99	13.50	13.50
338.00	13.00	337.99	13.00	13.00
325.00	12.50	324.99	12.50	12.50
312.00	12.00	311.99	12.00	12.00
299.00	11.50	298.99	11.50	11.50
286.00	11.00	285.99	11.00	11.00
273.00	10.50	272.99	10.50	10.50
260.00	10.00	259.99	10.00	10.00
247.00	9.50	246.99	9.50	9.50
234.00	9.00	233.99	9.00	9.00
221.00	8.50	220.99	8.50	8.50
208.00	8.00	207.99	8.00	8.00
195.00	7.50	194.99	7.50	7.50
182.00	7.00	181.99	7.00	7.00
169.00	6.50	168.99	6.50	6.50
156.00	6.00	155.99	6.00	6.00
143.00	5.50	142.99	5.50	5.50
130.00	5.00	129.99	5.00	5.00
117.00	4.50	116.99	4.50	4.50
104.00	4.00	103.99	4.00	4.00
91.00	3.50	90.99	3.50	3.50
78.00	3.00	77.99	3.00	3.00

It will be noted that although the maximum weekly benefit rate has been increased from \$15.00 to \$20.00 weekly and the minimum has been increased from \$5.00 to \$6.00 there has been no change in benefit rate based on quarterly earnings between \$104.00 and \$389.99.

The following tables may be used to compare durational amounts before and after the amendments were adopted.

## MAXIMUM COMPENSATION BEFORE AMENDMENTS

(Set in \$65.00 graduations)

Base Period Between	Earnings	Maximum Compensation
At least \$1235.00	and \$1234.99	\$195.00
1105.00	" 1169.99	180.00
1040.00	" 1104.99	170.00
975.00	" 1039.99	160.00
910.00	" 974.99	150.00
845.00	" 909.99	140.00
780.00	" 844.99	130.00
715.00	" 779.99	120.00
650.00	" 714.99	110.00
585.00	" 649.99	100.00
520.00	" 584.99	90.00
455.00	" 519.99	80.00
390.00	" 454.99	70.00
325.00	" 389.99	60.00
260.00	" 324.99	50.00
195.00	" 259.99	40.00
130.00	" 194.99	30.00
	" 129.99	20.00

## MAXIMUM COMPENSATION BASED ON AMENDED LAW

(Set in \$50.00 graduations)

Base Period Between	Earnings	Maximum Compensation
At least \$1750.00	and \$1749.99	\$360.00
1600.00	" 1699.99	350.00
1500.00	" 1599.99	340.00
1400.00	" 1499.99	330.00
1300.00	" 1399.99	320.00
1200.00	" 1299.99	310.00
1100.00	" 1199.99	300.00
1000.00	" 1099.99	290.00
900.00	" 999.99	280.00
800.00	" 899.99	270.00
700.00	" 799.99	260.00
600.00	" 699.99	250.00
500.00	" 599.99	240.00
400.00	" 499.99	230.00
300.00	" 399.99	220.00
200.00	" 299.99	210.00
100.00	" 199.99	200.00
50.00	" 99.99	190.00
25.00	" 49.99	180.00
12.50	" 24.99	170.00
6.25	" 12.49	160.00
3.12	" 6.24	150.00
1.56	" 3.12	140.00
0.78	" 1.56	130.00
0.39	" 0.78	120.00
0.19	" 0.39	110.00
0.09	" 0.19	100.00
0.05	" 0.09	90.00
0.02	" 0.05	80.00
0.01	" 0.02	70.00
0.00	" 0.01	60.00
0.00	" 0.00	50.00
0.00	" 0.00	40.00
0.00	" 0.00	30.00

\* The eligibility provision that a claimant must have total base period earnings of an amount at least equal to 24 times his weekly benefit rate has been replaced by the provision that a claimant must have total base period earnings of at least \$144.00 to be eligible to receive benefits.

In comparing the foregoing tables it will be found that the maximum compensation has been increased from a minimum of \$10.00 on total earnings in the lower brackets to a maximum of \$165.00 on total earnings in the highest bracket. To illustrate the increase in benefits under the amended law for an individual whose earnings were in the higher brackets, let us consider the claimant whose base period earnings were as follows:

Period	Earnings
1940 1st quarter	\$360.00
1940 2nd quarter	470.00
1940 3rd quarter	400.00
1940 4th quarter	410.00
Total Base Period Earnings	\$1640.00

(Continued on page 10)



# Commissioners' Decisions

Agent Liable When Existence of Principal is Concealed  
Even Though Latter is Educational Institution

The docket of appealed cases pending before the Unemployment Commission was reduced to 101 at the end of June despite an influx of 83 new appeals during the month. In addition to 82 decisions handed down in the period, 33 cases were either withdrawn or dismissed by commissioners for lack of prosecution.

Forty-seven of the 82 decisions affirmed examiners' findings while modifications were made in 7 and reversals in 28. The issue of availability for work formed the basis for 27 of the appeals, and the question of sufficiency of cause for quitting work was involved in 26. Other cases involved such issues as wilful misconduct in the course of employment, labor disputes, self-employment, and wage credit reporting.

Cases of interest are discussed briefly below. The administrator is not necessarily in agreement with the reasoning or conclusions expressed herein.

## EMPLOYER LIABILITY:

A real estate management company that hired and directed the work of a charwoman for more than one year without disclosing the fact that a non-subject university was the real owner of the property on which the individual was employed, was itself the employer and being otherwise subject to the Unemployment Compensation Law, was liable for contributions on the earnings of said individual. Commissioner Curtis K. Thompson who wrote the decision in Case 286—C—41 stated: "She (the claimant) was never authoritatively told during her base period or before, that she was an employee of the university, and as a representative of the company testified, the workers in the building might honestly have believed they were employed by the X company. . . . The fact that the land and tax records revealed the university as the owner of the building is unimportant. . . . She might have known positively that the university was the owner of the property and still have reasonably thought the X Company to be her employer." Reference was

made to the Supreme Court decision in the case of *Domenick Caliendo v. Felice Catania*, et al. where it was said: "When an agent contracts in his own name, without disclosing his representative capacity, he personally is liable on the contract."

Lack of conclusive evidence that the employer in Case 764-A-41 had 5 or more persons in his employ during 20 weeks in the calendar year forced Commissioner Cornelius J. Moylan to hold him not subject despite a strong suspicion that he designedly evaded the provisions of the law. The claimant in the case worked successively for a proprietor of a waste paper company and his son, in their respective establishments, receiving at first \$5.00 per week but eventually raised to \$11.00 plus the "privilege" of sleeping on boxes or bales in the plant. No records were kept by either employer and the claimant never had a Social Security number. When the claimant injured his back at work the elder of the two employers purchased a pint of liquor for the claimant's use after making a weak attempt to locate a physician. Though later confined to a hospital for several weeks the claimant never received Workmen's Compensation benefits. The claimant named 8 persons in addition to himself who were employed but he was unable to state how long any of them worked in a calendar year. A sister of the proprietor, who acted as secretary, said only two persons were regularly employed throughout the year and that any others were irregular, unsteady, and for indefinite periods of time.

## AVAILABILITY:

A finding of unavailability for work was sustained in Case 355-C-41 where the claimant rejected a referral by the State Employment Service to a job as landscape gardener. Since April 10 the claimant had been developing a vegetable garden on land owned by his father. Although he was paid nothing by his father for this project his interest in it was the sole reason given for refusing the referral. He had made no other effort to obtain employment.

An experienced weaver accustomed to earnings of \$30 a week was found to be available during a seasonal lay-off despite her unexpressed preference to wait for work in her own trade rather than accept other work. There was no evidence the claimant had been offered other work but it was clear that there were no openings paying wages comparable to her customary earnings. Furthermore, the claimant testified that the layoff proved to be of longer duration than she contemplated, she would take other employment paying much lower wages. (50-E-41)

Sufficient cause for quitting her job was found in Case 785-A-41 where a restaurant order clerk was suffering from neurasthenia attributed to the nerve-racking nature of her job. She was also found to be available for work when she diligently sought suitable employment in stores and factories.

No sufficient cause for quitting was found in the case of a roustabout in a steel products plant who claimed he suffered from stomach ulcers and that his condition was aggravated by working 65 hours per week. The claimant quit without notice and said he would accept only day work of no more than 8 hours a day. In finding that the claimant lacked sufficient cause for his action the commissioner pointed out the claimant made no effort to retain his job and at the same time avoid overtime work. "A frank talk with his employer might have made the quitting unnecessary", he said. The evidence shows that some time after he left overtime was discontinued. Any work which the claimant obtains in the future may call for overtime and if he follows the same course, he will be constantly quitting." (309-C-41)

## INVOLUNTARY SEPARATION

A worker who is discharged in accordance with an agreement between the union and the employer cannot be said to have left work voluntarily by failing to join the union, nor can it be charged he was guilty of wilful misconduct, it was held in Case 43-B-41. According to the evidence, the claimant changed his mind about joining the union after an unsatisfactory strike settlement. The union president, he said, told him he need not join if he did not wish to do so.





# The Situation In The State

On the basis of reports by the 18 field offices of the Connecticut State Employment Service, it appears that during the month of June there seemed to be a slight diminution in the accelerated industrial pace of the past few months and with reports of material shortages, particularly metals and rubber, which if continued will result in layoffs.

Most notable feature in the labor market was the influx of thousands of high school and college graduates, many of whom were placed directly in industrial work. This sizeable accretion of manpower has also helped to alleviate somewhat the acute condition in the farm labor field although this continues to be a troublesome situation.

Almost without exception, reports indicated that it is becoming increasingly difficult to find competent males over 18 to take the Industrial Defense Training courses and many of these courses are now running with vacancies.

In general, with anticipated vacation shutdowns, there was in many areas somewhat less hiring than in previous months and the general consensus of opinion was that a plateau had been reached temporarily, but that early Autumn would again see even greater acceleration than previously. Plant expansions now under way are expected to require many thousand more workers in the near future. An estimate of 3000 for one factory in the Hartford area, and two in New Britain requiring 1900 more — are typical.

There is widespread apprehension concerning material shortages although these have so far not resulted in many serious shutdowns; it is obvious that this condition is bound to increase in seriousness, particularly with regard to manufacturers not engaged on defense orders.

Most cities report all-time high records in the number of workers gainfully employed and while there has been some easing of the labor shortage because of the features mentioned and because employers are readjusting their production processes so that this shortage does not affect them as severely, it is expected that shortages will become more acute as factories increase production after summer layoffs.

Specifically, shortages now exist for molders, machinists, tool and die makers, ship fitters, mechanical draftsmen and designers and machine specialists. Some areas report shortages of skilled construction workers, particularly carpenters and painters, as in Bridgeport, New London, Norwich and Hartford.

There continues to be a migration of workers into Connecticut from nearby states. For the most part the migration is not controlled and originates in northern New England States, Massachusetts, New York and Pennsylvania. Through the cooperation of the NYA work center at Nepaug an increasing number of youths from West Virginia are being brought into the state and placed with defense employers.

There are scarcely any newly trained workers, graduates of the 200 defense training courses, available for employment in the state. Practically all are placed upon completion of training and in many cases, even earlier. Several offices report acute shortages of workers to be trained and some training courses may be abandoned or changed to accommodate employed workers. Recent high school graduates are still available for employment in some areas, partly because of the 18 year of age law in hazardous industries.

In most areas business continues at a high level with a uniform rate of expansion rather than at the previous spectacular rate. In the opinion of many observers, it might be likened to a breathing spell before the second upsurge, forecast for the Autumn.

## FAIRFIELD COUNTY

### Bridgeport

Industrial activity in the Bridgeport area continued to show an increase both in number of workers and in total payrolls, with approximately 11,000 more workers now employed than a year ago and payrolls running well over 2 million dollars a week, an all-time high.

The needle trades industry which has had a seasonal letdown has now shown renewed activity with an increased demand for experienced operators.

Out-of-state applicants continue to appear every day, coming largely from the vicinity of New York City and eastern Pennsylvania although there now seems to be some diminution in the flow from Pennsylvania.

New registrations are practically all unskilled or semi-skilled, and are divided 40 per cent men and 60 per cent women. Registration of high school students is heavy and while a number have been placed in jobs there are still others available.

Defense Industrial Training programs

continue with maximum enrollment in all courses with the exception of aircraft, sheet metal and riveting. All of the 90 high school seniors who entered Trade School in April and graduated in June have been placed in jobs.

### Norwalk

Business conditions in the Norwalk district in June maintained the high May level. Manufacturers of electric sound equipment, pumps and the needle trades remained extremely busy with the metal trades encountering more and more difficulty in obtaining materials because of priorities.

The influx of high school graduates into the labor market has helped somewhat in view of the extreme shortage of both skilled and unskilled help.

Increasing activity may be expected with the completion of two additions to a plant holding Norwalk's largest defense order. Payrolls for June of this year were 35 per cent greater than a year ago, and showed an appreciable gain over May.

### Danbury

Danbury continues to act as a feeder

territory to other areas where defense industries are more active and during the last month had the highest number of out of town placements of any city in the state. As a result of delay in starting several defense contracts graduates from the Trade School are still, and for most part, being placed out of town.

Business in general is active and this activity is best illustrated by the newly developed sense of discrimination in job selection now being exercised by job seekers, with many workers being unwilling now to accept jobs that a year ago would be highly desirable. For example a year ago high school boys were willing and anxious to work on private estates mowing lawns etc., but now they are satisfied with nothing but factory jobs. Likewise, men who have been content with domestic work or farming are attracted by the increased pay promised by defense industries and will not accept positions in the former field.

### Stamford

Several new machine and tool plants began operations in this area during June and are experiencing considerable diffi-

culty in obtaining the skilled workers which they require. Candidates for defense training courses are becoming increasingly scarce and there are several vacancies in classes both in the Stamford Trade School machine course and the welding course at Greenwich.

While all industrial plants are continuing to push for greater production the number of workers requisitioned during June were fewer than for previous months. This is probably due to the fact that many employers have reached a plateau of production and are operating at a peak that can be raised higher only by additional shifts or more equipment.

#### New Haven & Middlesex Counties

##### New Haven

The accession of high school and college graduates to the labor supply has definitely relieved shortages in practically every line open to beginners, and while there are still opportunities for those with specific skills, the supply otherwise now exceeds the demand.

The number of school youths available for farm jobs is now adequate to fill the demand for inexperienced agricultural labor but the demand for experienced dairy and general farm workers persists with virtually no help available.

All industries with the exception of the needle trades are operating at top speed and serious difficulties are now apparent for non-defense manufacturers in obtaining necessary materials. Curtailment of rubber goods by 20 per cent will result in a layoff in this industry.

##### Ansonia

The leveling off in the number of orders for help which started in May continued through June and several large firms which previously had standing orders for certain types of labor closed the orders during the month and, in one or two instances, there were actual layoffs. These were caused largely by lack of materials which is becoming increasingly serious.

The unemployment compensation load continues to drop and reached a new low level for the last week of the month.

The flow of transients continues and many of them have been placed although it is becoming increasingly difficult to place them.

There seems to be less job shifting now than heretofore, the improvement in this condition being due principally to the fact that most employers have now increased wages to the prevailing rate and disparities have largely disappeared.

##### Waterbury

The upward trend of industrial placement was hampered last month by a shortage of material. In several plants where defense orders did not comprise the bulk of the business, hiring plans were changed overnight until the uncertainty regarding material deliveries could be clarified. The lack of aluminum was the most keenly felt with zinc and other metals also lacking. Shortage of raw rubber also hampered the placement of other workers.

Mercantile business in this area remained at the high level of the previous month.

Registrations showed an increase of more than 30 per cent over the previous month,

due in large part to High School graduates.

Defense Training Courses have been augmented by the addition of a 200 hour Machine Shop Course for employed people now engaged in non-defense work.

##### Middletown

There has been little change in the industrial situation in this area during the past month. Registrations increased somewhat due to the increment of college and high school students. Nearly 60 college students were placed in industrial plants on summer work.

There is still a shortage of skilled workers but it does not appear quite as acute and it is the consensus of opinion that if there were a large supply available several of the factories would inaugurate additional shifts.

Merchants report exceptionally good business prevailing and the textile industry is unusually busy, without exception.

Middletown has been a "FEEDER" district, with many of the resident skilled workmen working in other areas; it appears now, however, that there is a noticeable trend in the opposite direction and, increasingly, workmen who have been commuting to other cities are now seeking work at home.

##### Meriden

Industrial activity in the Meriden area continues at the same accelerated tempo as reported previously. There continues to be a shortage of available male applicants in all fields, particularly in the skilled trades and it becomes increasingly difficult to find competent students for the Defense Industrial Training Courses at the Trade School.

All indications point to a continuation of this activity without the usual seasonal slump.

In spite of increased registration during June, due to the closing of the schools, there is still a shortage of desirable male youths over 18 years of age.

#### Hartford and Litchfield Counties

##### Hartford

Manufacturers are still looking for skilled help in the Hartford area and good training material for the 200 Hour Defense Training course becomes more difficult to find. Employment has reached an all-time high and with the opening of the new addition to the Pratt and Whitney factory next month, these figures will be augmented by several thousand additional workers.

In the women's field the supply is as large as ever but the age of the applicant has increased appreciably indicating that many of these are returning to the labor market after a period of years.

Transient labor continues to pour into Hartford but these are interested in nothing but defense work, despite the fact that a lack of training or experience unfits them for the type of position they want.

In the service field, demand greatly exceeds supply while requests for all-around farm workers are increasing daily. In some cases boys have been substituted for men and it is expected that this process will continue even more extensively than at present.

##### New Britain

Business continued during June at the same high level as reported heretofore with a steady demand for skilled, semi-skilled,

industrial and construction workers. A considerable amount of unskilled labor has been absorbed on construction projects and during the month many high school graduates were placed in office, store and factory work.

To date 489 machine course Defense Training enrollees have been graduated from local Trade Schools and have been absorbed by industry and in addition 15 women graduated from training courses for inspectors have also been placed in local industry. It is anticipated that two concerns alone will require 1900 additional workers between now and the first of the year.

WPA rolls are the lowest in many years, stores report excellent retail sales, and in general the industrial picture for this area is extremely bright, with portents of even greater activity in the coming months.

##### Bristol

Industrial activity in this area continues at the same high level with all industries busy and the mercantile retail trade much greater than a year ago, particularly in the luxury lines. This activity will continue barring shutdowns for lack of raw materials.

In this area, as elsewhere in the state, the entrance of High School graduates into the labor market helped to relieve some of the pressure due to a lack of suitable placement material.

Training facilities have been augmented by the initiation of a course for men already employed on machine work who are preparing for "upgrading" and another rudimentary course for non-experienced workers. Both are evening courses.

##### Thompsonville

There has been little change in the industrial situation in the Thompsonville area during the past month. Industry notes a scarcity of material but not yet sufficient to cause layoffs and the rate of hiring has slackened somewhat due to the fact that many factories reached productive peak some time ago. One large plant is anticipating a third shift if it can get enough experienced woolen weavers, and another manufacturer is expected to enlarge his personnel by adding female operators in machine and assembly work.

Students now out of school have been rapidly absorbed by industry and because the over 18 worker can be placed immediately it becomes difficult to find candidates for the Defense Industrial Training courses now operating at only one third of its capacity. The shortage of farm workers is acute and it is expected that the several hundred needed next month will have to be requisitioned elsewhere.

##### Torrington

A considerable number of women have entered the labor market in this area. During the month 101 enrollees from out of the state were registered at Nepaug Village and of this total approximately 80 have already been placed.

A shortage of experienced farm help is still acute but it has been possible to fill some orders so that the situation has not grown worse, at least.

Practically all factories in this district closed from June 28th to July 7th and during the week prior to this shutdown there was a decided drop in the number of industrial orders received.

(Continued on page 12)



# How Merit Ratings Were Established


by LEO J. KWASH

Now that Connecticut's plan of modified tax rates for unemployment compensation has become effective, some employers have expressed gratification for the substantial reductions received, while others were somewhat disappointed in being unable to gain a lower rate. Many individuals, however, are still wondering just what system was employed by the Unemployment Compensation Division in arriving at the new tax rates.

Realizing the tremendous amount of detail work required to assemble and compile the data for each of the several thousand employer accounts, the administration chose the Hollerith punch card method for this particular task. Since a considerable amount of information needed for the calculation of merit rating was already available from punch card records previously established for other purposes, it was unnecessary to create new records in many instances. With the use of I. B. M. equipment, all pertinent data was rapidly transcribed from a source record to a uniform size card by means of punched holes. Each hole on the card represented either a number, a letter of the alphabet or some significant code.

## 400 CARDS A MINUTE

As of December 31, 1940, there were on hand in the Tabulating Section of the Division of Research and Statistics, a punch card record for each of the 10,541 active employer accounts. Each card contained the following information—employer account number, employer name and original date of liability. Under the Connecticut merit rating plan, only those employers who have been continuously liable for the last three calendar years were eligible to participate. To segregate the accounts for this purpose, the employer account cards were passed through



Mr. Kwash, Supervisor of Tabulating for the Division of Research and Statistics, became a member of the Labor Department staff early in 1937. He was trained at the administrative school of the International Business Machines Corp. and has had 14 years experience in this field. Mr. Kwash organized and installed the punch card system now used by this department.

an electrically operated sorting machine at the rate of 400 per minute. The machine by electrically sensing the punched holes arranged the cards according to the date of each employer's liability. Thus the group of cards with a liability date prior to January 3, 1938, represented those employers who had met the eligibility requirements. The cards with liability dates subsequent to January 3, 1938 were discarded since the employers represented in this group had not been liable for the full experience period. The results of this operation indicated that 7517 employers were eligible to participate. It developed, however, 47 employers in this group were disqualified for failure to comply with administrative regulations, which required all employers to file complete contribution returns no later than March 15, 1941 for all

reporting periods within the experience period, thereby reducing the number to 7470.

The following table, arranged according to industry divisions, show a comparison of the number of participating employers with the number of liable employers.

Industry Division	Number of Participating Employers	Number of Liable Employers
Total	7,470	10,541
Construction	719	1,456
Manufacturing	1,740	2,107
Trans., Communication Utilities	266	350
Wholesale & Retail Trades	3,185	4,398
Finance, Insurance & Real Estate	500	625
Business & Personal Service	869	1,204
Misc.	191	401

## TWO FACTORS CONSIDERED

The two main factors in determining the distribution of rates are taxable payrolls and compensable separations charges. The necessary payroll data were obtained from card records prepared periodically from contribution reports submitted by employers. These records were tabulated for the years 1938-40 for each employer account. As the card passed through the electric accounting machine, the punched holes supplied electrical impulses which actuated various parts of the machine causing it to accumulate the payroll amounts and automatically print the summaries for each account. Simultaneously with the printing of the totals, another type of machine having been connected with the tabulators automatically prepared a punched summary card from the data obtained by the tabulator. The reason for this summary card is obvious since it reduced the volume of card records from 65,000 to 7,470, thereby lending itself to greater ease and flexibility in handling. All of this was accomplished at the rate of 50 cards per minute. To assure the employer that correct payroll amounts had been credited to his respective account, these records were reconciled with ledger records maintained in the Contribution Accounts Section.

Compiling of data with respect to the other factor—compensable separations charges, required a punch card for each of the 188,817 individual charges covering the three year period. Shortly after the close of the experience period, the charge cards were arranged according to social security number sequence for each employer account and merged with the employer master account cards, described earlier. These employer master account cards served as a control group for the purpose of arranging and segregating other card records as well as supplying data for addressing of statements. By passing the cards through a collating machine, all charge cards having an account number identical with the employer master account card were merged together. Charge cards having an account number which could not be matched with a similar number from the employer master card record, were automatically eliminated. This operation, perform



ed at the rate of 6,000 cards per hour, resulted in selecting from the entire file of charges, records of only those employers who were participating in merit rating and thus eliminating at the same time those who were disqualified.

### FEW ERRORS MADE

From this group of cards the electric accounting machine prepared an itemized statement of charges for each employer. While the cards were passing through the machine at the rate of 75 per minute, it selected from the employer master account card the employer name and account number and printed the information in a predetermined position on the statement form. The individual charge cards following the account card were listed in numerical sequence by social security number with the amount charged. Again the electric accounting machine was operated in conjunction with an automatic summary punching machine consequently preparing only one card record of all charges per employer. These statements were rendered to the respective employers in order that they might have an opportunity to inspect and review the charges against their own accounts before proceeding with the final steps in calculating the rates. Amazing as it may seem, less than 40 employers disputed the validity of certain charges made against their accounts during the entire three year period. Of this group, less than 15 individual charges disputed, were justifiable and of course were adjusted.

### INDEX NUMBER FIGURED

Upon completing the process of preparing statements of charges, all of the summary card records were consolidated into one file by employer account numbers. Based upon data contained on these records, an index number was calculated for each individual employer by dividing the compensable separations charges amount into his aggregate payroll. The quotient thus obtained was extended to three significant figures to the right of the decimal point and then punched into the employer account card. With the aid of the sorting machine, the cards were placed in an array by index number reaching from the lowest to the highest of such numbers. The aggregate payroll for all participating employers having been determined before hand as \$1,816,618,982.64, the cards were placed in an array by index number reaching the payroll accumulated to approximately one thirtieth of the total. Employers, whose payrolls fell within the first of such parts, were assigned a tax rate of 2.7 per cent, those within the second group received a rate of 2.6 per cent and so on until the last of such parts which contained the highest index numbers was reached. The tax rate for this group was 1.5 per cent. *The following table illustrates the results of this mechanical grouping.*

Number of Employers	1/13 of Aggregate Payroll-Cumulative	Lowest and Highest Index Number of Each Part	Part	Rate
873	139,812,857.40	29,784 } 375,957 }	1	2.7%
533	279,651,559.62	376,344 } 553,117 }	2	2.6
528	419,701,372.98	554,983 } 760,785 }	3	2.5
331	560,116,567.64	761,781 } 911,572 }	4	2.4
298	704,073,418.70	912,011 } 1,069,313 }	5	2.3

498	838,470,801.32	1070.258 } 1374.748 }	6	2.2
448	1,019,324,754.01	1374.986 } 1728.010 }	7	2.1
365	1,118,298,485.62	1728.056 } 2063.575 }	8	2.0
593	1,258,335,264.14	2065.478 } 2888.748 }	9	1.9
426	1,397,424,856.06	2889.965 } 3981.949 }	10	1.8
493	1,537,149,421.90	3982.045 } 7309.100 }	11	1.7
229	1,676,991,599.26	7323.206 } 15865.485 }	12	1.6
1885	1,816,618,982.64	15875.025 } to infinity }	13	1.5
7470 Total				

In order for an employer to be entitled to a tax rate of, let us say, 2.0 per cent, it would be necessary that his index number be at least as high as 1728.056 or somewhere between the two limits of that class. Employers whose tax rate is 1.5 per cent with an infinity index number represent the group against whom no charges were made during the whole of the three years. After the new rates had been calculated for each employer, the card records were rearranged by account number and a final statement prepared for each account showing its experience for the three year period. This statement indicates by calendar year the amount of taxable payroll and separations charges as well as the index number and new contribution rate. An employer may very readily calculate his own index number from the data submitted by the department but of course cannot verify his new rate, since he has no direct knowledge of the relationship of his own index number to that of the entire group. By referring to the above table, he can determine the class in which his index number has been included and then can ascertain the rate by referring to the column on the extreme right of the table.

### RATES FAIRLY DISTRIBUTED

Many persons are of the opinion that merit rating would be favorable only to certain types of industries while discriminating against others. This is undeniably true in some cases since there are a few industries that do offer stable employment and therefore have practically no labor turn-over from year to year. Most of these might be classified as career industries.

A cross-section made of the employers who participated in merit rating indicates that the rates were distributed on a fairly equal basis for the group as a whole, with no particular industry monopolizing any one rate group. To illustrate this further, let us consider the group of manufacturing industries. Most of the employers in this group enjoy busy periods only during certain months of the year and then layoff their help during the dull periods. When the lay-offs do occur, naturally compensable charges against them are on the increase. Despite its seasonalities in some lines of manufacturing and considering the fact that 1938 and part of 1939 were still lean years for many employers, the industry was able to place 37 per cent of its participating employers within the range of rates from 1.5 per cent to 2.0 per cent inclusive.

## Sidelights on Connecticut's Employment Problems

(Continued from page 2)

able for employment. Through local sub-committees this Committee hopes to succeed in having these workers absorbed by Connecticut industry.

Mr. Fugal's Committee brought about a study of the defense register of Works Progress Administration and the 2200 workers whose cards are now contained in the defense register will likely soon be absorbed. The WPA rolls in Connecticut at this time total 7200 persons compared with a peak of 33,000 a few years ago.

### NYA RESTUDIED

This Committee has also given its attention to NYA and CCC as possible sources of labor supply and is recommending that the NYA structure in the state be re-studied and made more useful to the defense program. As a step in this direction the NYA training center at Nepaug is being changed into a residential clearing center. It will be used to house youth trained in other states and brought in by the Employment Service through clearance procedures. As a beginning, 40 such youths have been brought in and cleared to Connecticut employers. This Committee has also recognized the CCC as a potential source of supply and procedures for the flow of graduates from the Camps to industry are being refined.

Dr. Pond's Committee has concerned itself with the very difficult problem of preventing unnecessary migration of Connecticut's workers. The Committee recognized at the outset the right of the American worker to go where ever and whenever he wants in search of employment. The Committee believes, however, that a great many moves are without economic advantage to the worker concerned and result only in the loss of productive hours. It recognizes that a great many of the migrants who come into the state do not have skills and is therefore endeavoring to find the means of controlling the flow of out-of-state labor so that Connecticut will get exactly the type of worker required and in the exact numbers wanted, thus avoiding housing and other sociological problems that are bound to arise if migration continues without control. Mr. Stowell's Committee is endeavoring to integrate and make more effective the training programs of the state

## Physically Handicapped Activities

WALTER R. KETCHAM, *Supervisor Special Services*

Last month, as a result of the insert of handicapped workers circulated thru the Monthly Bulletin, some surprising results were obtained. Hardly had the publication reached the offices when inquiries began to come into the Waterbury office on certain applicants listed. Some excellent placements were made. The names of handicapped people circularized last month represented a few from the Waterbury and Hartford areas. In this publication a few of the New Haven and Bridgeport handicapped applicants are included.

During the year 1940, the Connecticut State Employment Service made 220 placements of physically handicapped people. This was more than was reported in all the other New England States combined. For the first six months of this year, a total of 262 placements have been made by the offices exceeding by 60 in the six months period the total for the full year of 1940. This performance by

the Service indicates a greater effort being made by the Vocational Rehabilitation Representative in each office to find jobs for crippled people and a realization on the part of employers that this supply of workers can be tapped advantageously by them.

The Bridgeport office leads the field with 62 placements for the six months of 1941 closely followed by the New Britain and Waterbury offices of 56 and 41 placements respectively.

New Haven and Ansonia have made a creditable showing while three other offices, Norwich, Stamford and Danbury deserve honorable mention.

It is expected that with the additional cooperation of the State Board of Education (Vocational Rehabilitation Section) and other agencies interested in the placement of handicapped workers, that the Service will exceed more than 700 placements in 1941.

## Supreme Court Amends Decision in Bank Case

In an amendment to its earlier decision holding the Waterbury Savings Bank liable under the Unemployment Compensation Law, the Supreme Court on June 4 ruled that the bank is not required to pay contributions for the period November 1, 1937 to March 30, 1939 when it was regarded by the Administrator as an exempt employer.

No contributions were paid between the dates mentioned because the bank was considered to be a federal instrumentality through its membership in the Federal Home Loan Bank of Boston. When the Administrator subsequently reversed his decision the

bank appealed, was upheld in Superior Court, but was reversed by the Supreme Court which at the time did not rule on the question of contributions during the disputed period.

According to the amended decision the Court holds that it is its right to curb the powers of an administrative officer when it appears to be against public policy for him to change a decision with retroactive effect. "It is important", the Court said, "that his unchallenged decision, until rescinded or superseded by further action upon his part, should be recognized as valid and effective."

including pre-employment and supplementary Defense Industry Training Courses, Defense Engineering Courses, regular apprenticeship courses and courses in the State Training schools.

This Committee is also concerned with training in industry and Mr. Stowell is Regional Director for Connecticut and Rhode Island of this section of the National Defense Council.

The various committees hope to have progressed far enough with their studies by July 1 to make definite recommendations to the executive committee. These recommendations will be acted upon by the executive committee and then by the whole commit-

tee, following which, all members of the Connecticut Association of Manufacturers will be urged to abide by the conclusions and recommendations of the investigating body.

The Connecticut State Employment Service has co-operated in all these activities and has made available to the committee its specialists and field supervisors, and the Director or his representative has attended every meeting of the various groups. It is inevitable that the teamwork evidenced so far will produce constructive results in helping to meet whatever emergency demands that may lie ahead of us.



## PLACEMENT ACTIVITY

### JUNE 1941

During June, the Connecticut State Employment Service placed 8,440 applicants in private employment. This represents an increase of 129 placements or 1.6 per cent over the May total and 87.7 per cent over the June 1940 figure. Public placements totaled 1,011 for the month, a decrease of 11.4 percent from the previous month.

The total of placements of all types made during the month was 9,462, .2 per cent less than the previous month but 59.7 percent greater than the 5,926 made during June of a year ago.

Supplementary placements, which are those in which employers specify by name the workers desired, continued to fall off, only 11 having been made during June as compared with 31 for the previous month and 157 for June 1940.

The distribution of placements according to industrial groups showed the principal increase in agriculture and mining wherein 779 placements were made as compared with 208 for May. Hotels and restaurants showed an increase of 33.0 percent; professional service, 20.0 percent; and wholesale and retail distribution remained about the same as for May. There were decreases from the May figures in the following industrial groups: domestic service, 18.4 per cent; public utilities, 14.5 per cent; building and construction, 9.6 per cent; manufacturing, 4.6 per cent; and other services, 15.6 per cent. The greatest number of placements were made in the manufacturing industries in which 3,647 applicants were placed as compared with 3,821 during May and 1,278 during June of last year.

In the major occupational groups, increases over May totals were as follows: agriculture, fishing and forestry, 248.3 percent; clerical and kindred, 18.3 percent; and semi-skilled, 7.1 percent. Major occupational groups showing decreases for May were: sales and kindred, 22.0 percent; unskilled, 15.6 percent; service, 8.1 percent; and skilled, 3.6 percent.

Of the 8,440 private placements effected, 66.5 percent or 5,609 were classed as permanent, that is, as of over a month duration. Use of the clearance system to fill openings in private industry increased 43.8 per-

cent over May — a total of 476 workers having been placed of which 214 were from out-of-state.

The influx of recent school graduates into the active file is reflected in the 46.0 percent increase over May in the total of new registrations. Renewal registrations increased 4.1 percent during the month and the total active file as of June 30 was 44,702 as compared with 38,873 for May 31, and 85,335 for June 30, 1940.

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## Possible Effects of Benefit Increases

(Continued from Page 3)

The calculations under both laws would give the following result:

Calculation	Weekly Benefit Rate	Maximum Compensation
Based on claim of April 1, 1941	\$15.00	\$195.00
Based on claim of July 1, 1941	18.50	330.00
Increase under amended law	3.50	135.00
Percent of increase	23.3	69.2

Claimants whose base period earnings are in the lower brackets will receive increased benefits under the amended law but the per cent of increase will be considerably lower than those whose earnings are in the higher brackets. For example let us take the case of a claimant whose base period earnings are as follows:

Period	Earnings
1940 1st quarter	\$90.00
1940 2nd quarter	88.00
1940 3rd quarter	92.00
1940 4th quarter	100.00
Total Base Period Earnings	\$370.00

The calculations under both laws would give the following result:

Calculation	Weekly Benefit Rate	Maximum Compensation
Based on claim of April 1, 1941	\$5.50	\$60.00
Based on claim of July 1, 1941	6.00	80.00
Increase under amended law	.50	20.00
Percent of increase	9.1	33.3

The amended law has included a special provision to protect individuals whose benefit year as set up on a prior claim had not expired when the amendments became effective. This provision states that the weekly benefit rates would not be reduced as the result of the recomputation and the maximum compensation would not be less than the unused balanced of benefits under the previous calculation.

Because of the various changes in calculation procedure and eligibility tests it will be noted that many former claimants who have previously been declared ineligible because of insufficient earnings or who have exhausted all benefits set up under a previous calculation, may now have additional benefits available for unemployment after June 29, 1941.

## BENEFIT PAYMENTS SHOW DECREASE

Initial claims for unemployment benefits increased 14.2 percent for the state as a whole during the month of June, but benefit payments of \$123,215 were 17.4 percent below May disbursements and the volume of compensable claims dropped 12.4 percent. Cases closed in June totalled 4,831, a decrease of 36 percent from the May figure.

All districts reported decreases in initial claims except Hartford, Middletown, New Haven, Stamford, and Waterbury. In the last three districts the rise was marked, reaching more than 100 per cent in each case. Seasonal layoffs in the ladies' garment industry are responsible for most of the claim increase.

Compensable claims fell off in volume in all districts except New Haven, Norwalk, Stamford, and Waterbury. The number of compensable claims filed in all districts totalled 13,234 as compared with 15,111 in May.

Benefit payments decreased in every district except Norwich and Stamford where respective increases were 13.3 per cent and 8.5 per cent. Greatest decrease in disbursements occurred in the Danbury area where June payments were \$3,625 as compared with \$8,902 in May, a drop of 59.3 per cent. Benefits paid from the fund for the first 6 months of 1941 total \$1,387,373.

Closings of active claims numbered 4,831 in June and 7,553 in May, a decline of 36 per cent. The Norwich area alone showed an increase, 3.2 per cent, in cases closed

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## News Notes....

The Danbury office was the recipient of a thankful letter last week from an individual whose heart was overflowing with gratitude but whose pen couldn't quite make the grade. He wrote as follows:

"Mr. members department, the employers office think you. every much for help me and three week God help every members department. The U. S. good help and good well. The sam to me."



## SUMMARY OF CLAIMS AND BENEFITS BY OFFICES, JUNE, 1941

Office	INITIAL CLAIMS			COMPENSABLE CLAIMS			BENEFITS PAID			CASES CLOSED		
	June	% Change from May	Year to Date	June	% Change from May	Year to Date	June	% Change from May	Year to Date	June	% Change from May	Year to Date
Ansonia	63	— 25.0	887	122	— 45.0	2,032	\$ 1,031	— 53.6	\$18,016	95	— 38.7	1,016
Bridgeport	587	— 4.2	5,298	1,639	— 13.6	15,374	17,265	— 9.9	151,458	657	— 19.2	5,912
Bristol	40	— 24.5	476	168	— 5.1	1,578	1,532	— 16.6	17,909	58	— 37.6	616
Danbury	103	— 50.0	2,114	387	— 53.1	6,108	3,625	— 59.3	81,800	216	— 66.9	2,577
Danielson	92	— 19.3	999	224	— 31.3	2,502	1,841	— 28.9	21,946	155	— 31.2	1,162
Hartford	600	19.5	9,266	1,578	— 14.3	20,515	17,120	— 24.5	203,244	748	— 27.3	9,988
Meriden	98	— 6.7	1,117	297	— 11.9	3,072	2,840	— 11.3	29,848	92	— 29.8	1,152
Middletown	128	37.6	1,198	346	— 25.6	4,027	3,360	— 17.4	38,112	98	— 29.5	1,350
New Britain	146	— 46.1	1,676	655	— 51.2	5,067	7,214	— 42.3	51,238	277	— 10.4	1,766
New Haven	1,521	101.2	10,156	2,395	21.8	25,061	16,265	— 4.4	216,218	726	— 48.5	11,299
New London	59	— 33.0	1,509	288	— 29.2	4,727	2,695	— 35.4	44,159	112	— 57.4	1,677
Norwalk	156	— 38.1	2,211	694	.6	7,385	5,878	— 5.0	68,716	229	— 47.8	2,933
Norwich	138	— 42.0	1,770	708	21.4	5,628	6,100	13.3	51,654	229	3.2	1,944
Stamford	659	141.7	3,800	1,072	22.2	10,614	8,943	8.5	103,608	252	— 51.4	4,737
Thompsonville	103	— 36.4	1,637	385	— 25.0	4,132	3,274	— 15.7	37,646	219	— 2.7	1,665
Torrington	12	— 55.6	718	138	— 35.8	3,608	1,410	— 32.6	39,843	23	— 58.2	737
Waterbury	411	119.8	2,320	759	2.6	6,437	6,339	— 5.8	64,590	256	— 13.5	2,499
Willimantic	8	— 33.3	245	47	.0	852	411	— 45.8	9,143	7	— 75.0	305
Interstate Liable	267	— 47.2	3,322	1,332	— 18.6	12,456	16,072	— 8.7	138,225	382	— 30.8	3,691
T O T A L	5,191	14.2	50,719	13,234	— 12.4	141,175	\$123,215	— 17.4	\$1,387,373	4,831	— 36.0	57,026

## The Situation in the State

(Continued from page 6)

New London and Windham Counties

New London

The labor market in the New London area eased somewhat during the month with the graduation of 690 students but there still remains a shortage of skilled craftsmen in the metal working trades.

There still appears to be considerable migration into this city particularly from Maine, New Hampshire, Vermont and New York. In many instances the new applicants are residing with friends or relatives or have established temporary residence here in an effort to find employment.

Building continued at a high level during the month, most of it being emergency type of construction.

Indicative enough of the changing labor market over other years at this time is the fact that during the month 12 High School and Junior College graduates were placed in clerical jobs paying from \$120 to \$130 a month for their first jobs.

Willimantic

Industrial activity continues on a high level with few exceptions, the only retarding factor being shortages of such materials as steel, brass, aluminum and plastics.

The increase in payrolls has had a marked effect on local purchasing; merchants uniformly report not only increased sales, but greater discrimination in the selection of high grade goods.

Orders for farm and domestic workers are still difficult to fill although a considerable number of boys have been placed as day workers on nearby farms. Placements increased slightly during the month and most of the activity was concerned with younger workers. Of the 137 registrations during June 97 were youths, and of the 139 placements made 94 were from the youth group.

Norwich

There has been little change in the industrial situation in the Norwich area during June. All textile plants continued full operations with an indicated slowing down in finishing plants during July due to a slight let-up in orders. Metal trades and foundries are at top capacity on defense subcontracts. Retail business for June showed an increase over the preceding month.

Here, as elsewhere, farm labor is very scarce and many farmers are resorting to the use of High School students to fill out their working force.

Danielson

Despite an intensive recruiting campaign the labor supply in this area continues to dwindle each month. Considerable difficulty might have been experienced except for the fact that manufacturers in this section have cooperated by anticipating their needs on a long-term basis, consequently, it has been possible to handle most orders.

The textile industry is at its height right now and to date there has been no difficulty in obtaining yarn, as reported in other sections and no stoppage has yet resulted from this cause.

## Court Holds No Levy Can Be Made For Sub-Contractor's Employees When Not "Part of Usual Trade or Occupation"

The appeal of G. Fox & Co., Inc. of Hartford against an assessment levied by the Administrator of the Unemployment Compensation Act was sustained in Hartford County Court on July 10.

The assessment had been levied on the ground that the plaintiff was liable for contributions on the earnings of employees of John Peterson & Co. to whom the plaintiff had awarded a contract for the manufacture, delivery, and installation of certain store fixtures. Though the Peterson Company accepted liability as of January 1, 1940, there were employed large numbers of workers on the plaintiff's premises during the third and fourth quarters of 1939. The Administrator contended that the plaintiff, G. Fox & Company, was liable for contributions during these periods under the provisions of Section 804d of the Statute as amended by the Public Acts of 1939, which reads:

"If an employer shall contract with or shall have under him any contractor or sub-contractor for any work which is part of said employer's usual trade, occupation, profession or business and which is performed in, on or about premises under such employer's control and if such contractor or sub-contractor shall not be subject to this chapter such employer shall for all the purposes of this chapter be deemed to employ each individual in the employ of such contractor or sub-contractor for each day during which such individual is engaged solely in performing such work. . . ."

The principal question raised by the appeal, the Court said, was whether the work done was a part of the employer's usual trade, occupation, profession, or business. This part of the

Act had not hitherto been construed by Connecticut courts.

If it were not for the word "usual" in the statute the case would come within the principles of *Bello vs. Notkins*, 101 Conn. 34, the Court said. In that case it was held that if the owner, desiring to erect a building, chooses to retain control over the work of construction by parcelling it out in portions among separate contractors, each of whom being responsible solely to him for "particular portions of the work, the owner is engaged in the trade or business" of erecting a building, and is liable as "principal employer"

According to the Court, however, the probable intent of the Legislature in using the word "usual" in the Unemployment Act, was to restrict in some measure the decision in the *Bello* case. "Usual" means "such as in common use; such as occurs in ordinary practice, or in ordinary course of events, or ordinary, habitual, common", the Court declared. "Applying this definition to the work being done for the plaintiff in the erecting of a four story addition to its old building, thereby increasing its floor space by approximately 200,000 square feet, and having equipment and fixtures manufactured and installed throughout the building, can hardly be said to be a part of its 'usual trade, occupation, profession or business'. . . . The work done for the plaintiff was undoubtedly done for promoting its sale of merchandise, but it cannot be said to be 'a part of its usual trade' ". etc.

Judgment was rendered for the plaintiff setting aside the assessment without cost.

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## Third Employment Security Institute To Be Held

The third annual Employment Security Institute of the New England Region will be held at the Massachusetts State College, Amherst, Mass. August 10 to August 16th. Five representatives from each of the New England states will attend.

As the preliminary brochure of the Institute points out, dynamic changes have taken place in employment security activities since the Institute met at the University of Vermont last year and the demands made upon agencies as a major arm of the national defense program have been

staggering.

The Institute will devote its time to a re-examination of current goals; how the employment security program can make a greater contribution to the security of the worker, and at the same time, organize a "national labor market with a mobile labor supply".

The Institute has been organized and will be conducted through the co-operation of Employment Security agencies of the six New England states, the Massachusetts State College and the Federal Social Security Board.

# CONNECTICUT STATE EMPLOYMENT SERVICE—Local Office Activity—Period—Month of June, 1941

DISTRICT	SUMMARY REGISTRATION ACTIVITIES			FIELD VISITS		REFER- RALS		SUMMARY OF ALL PLACEMENTS										Duration of Private Placements in months		Private Office Appointments																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
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c—Active file at end of month — b—Includes 68 out-of-state applicants — c—Includes 68 out-of-state applicants

Private Placements According To Occupational Groups										Placements According To Industrial Classification																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
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# POSITIONS WANTED

Following are a few of the applications from the files of the professional and technical division. These are samples, typical of the high quality of individuals who are available. Further information concerning these, or others similarly trained may be obtained by communicating with Miss Dorothy Spalding, 1281 Main Street Bridgeport, Conn. or by writing directly to the BULLETIN.

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**PURCHASING AGENT** — 10 years experience with one concern, buyer steel, machinery, tool equipment, forgings, stampings. Also assistant to general purchasing agent, 5 years, Eastern Railroad. Excellent type--good health. Address replies Box 90640.

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**SUPERINTENDENT MAINTENANCE** — 20 years experience general factory maintenance. In charge of all mechanical staff--active--college training in construction engineering. Address replies Box 90124 .

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**JUNIOR EXECUTIVE** — age 38. Leland Stanford University, A. B. Pre-engineering Yale. Widely traveled, excellent appearance, good material for executive training. Address replies Box 1634.

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Young man, age 30 wishes industrial contact in field of production. Wharton School grad.--B. S. Two years Trade School machine shop practice. Six years accounting and supervisory experience with two nationally known firms. Excellent referral for training in industry. Address replies Box 1407.

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**OFFICE MANAGER** — age 30, looking for contact in Connecticut. Now employed N.Y.C. with drug firm as supervisor accounts payable, receivable and billing department. Thorough knowledge production records, inventory, cost, payroll. Address replies Box 6324.

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Wellesly graduate — age 27. Major mathematics. Phi Beta Kappa--now teaching. Is interested in industrial contact in statistical field or any research. Address replies Box 635.

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**SOCIAL WORKER M. A.** — Hartford Seminary Foundation. Seeking contact as group social worker. Experience as home visitor and camp counselor. Good type applicant for personnel division in industry or any social agency. Address replies Box 8974.

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Employment man over twenty years experience. Large firm manufacturing electrical supplies. Has supervised employment of all types factory men and women. Good type, capable of assuming full responsibility. Address replies Box 142.

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**SALES ENGINEER** — age 40. Served tool-maker's apprenticeship. Is available for interview as public relations man, expeditor or sales engineering. Very good appearance. Has worked for several nationally known mfrs. of automobiles and also public utilities. Address replies Box 923.

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Executive with legal background (Wisconsin Bar). Eight years experience Wall Street with firm of industrial engineers; financial negotiations. Five years practice law. Address replies Box 7012.

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**PUBLIC RELATIONS MAN** — with accounting and purchasing experience with various types of business. This man would make an excellent assistant to a busy executive. Address replies Box 7324.

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Woman accountant — Can install new system, audit books, experienced on costs, budget and office management. Address replies Box 10204.

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